

## **DISCIPLINARY ACTIONS FOR DISCRIMINATORY CONDUCT**

**1405**

(No.1 May 2015)

**CAL FIRE HAS ZERO TOLERANCE FOR DISCRIMINATORY  
BEHAVIORS OR PRACTICES. As such, employees, supervisors, and  
managers are subject to discipline up to and including dismissal.**

The determination of what level of disciplinary action is warranted shall be made on a case-by-case basis. Factors considered include, but are not limited to:

1. The facts of each case.
2. The number of times an incident of actionable behavior has occurred.
3. Whether the employee admits wrong-doing and works to correct the behavior or attitude.
4. The type and nature of other actions related to disciplinary problems with the employee.

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